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Twelfth meeting of the Africa Regional
Co-ordinating Committee for the Integration
of Women in Development

Addis Ababa, Ethiopia
23 to 25 April 1991

REPORT ON ECA ACTIVITIES FOR THE INTEGRATION OF WOMEN IN DEVELOPMENT OVER THE PERIOD APRIL 1990 - APRIL 1991

I. INTRODUCTION

1. This report is submitted in accordance with the 1990-1991 work programme of the United Nations Economic Commission for Africa (ECA). It is the second of two reports to be submitted to the Africa Regional Co-ordinating Committee for the Integration of Women in Development (ARCC) for the period covered by the work programme in order to enable ARCC members to evaluate the work done in the integration of women in development and to prepare guidelines for future programmes. The first report was submitted to the eleventh meeting of ARCC held in Tripoli, Libyan Arab Jamahiriya in April 1990.

2. This report describes activities conducted in implementation of resolutions on women adopted by the sixteenth meeting of the ECA Conference of Ministers and by the United Nations General Assembly. It also describes the results achieved by ECA in carrying out its work programme, including the dissemination of information and co-operation with other institutions. The report finally gives a general overview of the orientations of the programme for the integration of women in development in the 1992-1997 Medium-term Plan and the programme for the forthcoming biennium 1992-1993.

3. The information contained in this report should enable ARCC to set priorities for the advancement of women in the region.

II. IMPLEMENTATION OF RESOLUTIONS

4. It should be recalled that the five resolutions adopted by the fourth ECA Regional Conference on Women in Development held from 6 to 10 November 1989 in Abuja, Federal Republic of Nigeria were endorsed by the sixteenth meeting of the ECA Conference of Ministers/twenty-sixth session of the Commission held in May 1990 in Tripoli, Libyan Arab Jamahiriya. These were:

(a) Resolution 684 (XXV) relating to the Abuja Declaration on Participatory Development: The Role of Women in the 1990s;

(b) Resolution 685 (XXV) on women and apartheid;

(c) Resolution 686 (XXV) on women in global and regional strategies;

(d) Resolution 687 (XXV) on the Africa Regional Co-ordinating Committee for the Integration of Women in Development; and

(e) Resolution 697 (XXV) on the improvement of the role of women in informal sector production and management.

5. ECA ensured that these resolutions and those of the General Assembly concerning the improvement of the status of women in the United Nations Secretariat were implemented. The efforts made in this regard are described in the following paragraphs.

Resolution 684 (XXV) Abuja Declaration on Participatory Development: The Role of Women in the 1990s

6. By this resolution, the ECA Conference of Ministers endorsed the Abuja Declaration. In the same resolution, the Ministers appealed to member States and development organizations and agencies to ensure that the recommendations of the Abuja Declaration were implemented. They particulary requested ECA to disseminate widely the Abuja Declaration, follow-up its implementation and report thereon to subsequent sessions of the Commission.

7. In implementation of this resolution, ECA first distributed the text of the Abuja Declaration to member States and concerned institutions. It then sent out to member States suggestions concerning measures to be taken at the national level with a view to implementing the recommendations contained in the Abuja Declaration.

8. In addition to that, ECA conducted a campaign to educate people on the content of the Declaration. Meetings and field visits were organized to educate international opinion on the recommendations and objectives that African women set themselves for the 1990s. Some of the missions were fielded to Angola, Egypt, Kenya, the Libyan Arab Jamahiriya, Morocco, Namibia, Nigeria, Rwanda, Uganda and Zimbabwe. Furthermore, ECA participated in the discussion of the role of women in development organized within the framework of the joint assembly of the European Economic Community and African, Caribbean and Pacific countries (EEC/ACP) held in September 1990 in Luxembourg. ECA took advantage of this forum to describe the contents of the Abuja Declaration to representatives of EEC and ACP countries. Among the eminent persons invited to participate in this discussion, Her Excellency Madam Maryam I. Babangida, First Lady of Nigeria which had hosted the Abuja Conference, made a brilliant contribution to the dissemination of the Abuja recommendations.

9. Other activities focused on the preparation of a video film on the fourth ECA Regional Conference on Women and Development. The film which highlights the conclusions of the Conference will be released shortly. Finally, a book describing the situation of African women and highlighting their basic aspirations as reported by the 40 delegations from member States attending the ECA Conference in Abuja will be published in the not-too-distant future.

Resolution 686 (XXV) Women and apartheid

10. This resolution requested ECA to focus attention on women living under apartheid and to set up machinery for co-operating with countries of the Southern African subregion members of the Southern African Development Co-ordination Conference (SADCC). During the period under review, consultations were held between the African Training and Research Centre for Women (ATRCW) and the secretariat of the Preferential Trade Area for Eastern and Southern African States (PTA) as well as with the Interim Director of the MULPOC for that subregion. These consultations led to concrete proposals on the ways in which the greatest number of women could be involved in the planning activities of the two institutions and the formulation of specific programmes for women in the priority sectors of the subregion.

11. Also, an advisory mission was undertaken to Angola, Namibia and Zimbabwe. During that mission, activities relating to women and development in member countries of SADCC were discussed. In that regard, the discussions with the Namibian authorities showed how much the regime of apartheid had contributed to increasing the exploitation of women in Namibia. The

discussions also provided a clear assessment of the urgent needs of Namibian women, particularly with regard to the reintegration of displaced and jobless persons and access to health care, water supply, housing and education. It was also noted with interest that a unit dealing with women's issues had been set up in the Office of the President of the Republic, showing the degree of importance attached to such issues. The unit, run by five highly-qualified women, basically designs policies and programmes for the advancement of women and provides appropriate advice on the best strategies for translating them into action particularly where the incorporation of gender issues into national development planning was concerned. It works in close technical co-operation with all women's organizations located in the country. It should be pointed out that during discussions with Namibian women, the ATRCW mission provided useful advice on how women's issues could be properly planned for and co-ordination achieved between structures promoting the advancement of women and programmes of assistance to women. In that regard, it was considered necessary to plan study tours for Namibian women to travel to other countries of Africa in order to improve their knowledge by learning from the experiences of those countries.

Resolution 686 (XXV) Women in global and regional strategies

12. In this resolution, the Conference of Ministers recognized the importance of including women's concerns in global and regional development strategies so as to enable the effective participation of women in the process of economic recovery. The Ministers accordingly requested ECA to make sure that the conclusions of the Abuja Conference mentioned earlier were included in all negotiations relating to African development. The same resolution requested that a briefing session on the African Alternative Framework to Structural Adjustment Programmes (AAF-SAP) should be organized for African women.

13. It was pursuant to this resolution that ECA accepted the invitation to participate in the EEC/ACP joint assembly discussion of the role of women in development mentioned earlier. ECA used this opportunity to educate ACP and EEC member States on African women's priorities so that those countries could take them into account in their future commitments to the African region. ECA also participated in the conference of the African-American Institute held in Cairo, Egypt from 7 to 10 January 1991. This was a very high level conference which mapped out the African policy of the United States of America. ECA used the occasion of the Conference to describe the situation of African women. It is interesting to note that the proposals advanced by the representative of ECA concerning ways and means of promoting the advancement of African women in the coming years secured the attention of the Conference.

14. Budgetary constraints did not enable a briefing session on AAF-SAP to be organized but in response to the concern of member States for information on the Framework, ECA plans to submit to ARCC, in the context of AAF-SAP a report on the role of women in agricultural and industrial product processing. The report will be introduced under agenda item 4(d) and will duly take into account the comments of ARCC members before being distributed to all member States.

Resolution 687 (XXV) On the Africa Regional Co-ordinating Committee for the Integration of Women in Development

15. The resolution appeals to ECA to increase the material and human resources of ATRCW in order to enable it to serve ARCC more effectively. In response to that appeal, ECA proposed to its policy organs that the post of a regional adviser responsible for women's advancement issues

should be created. The creation of the post will help to improve the assistance given to member States and ARCC.

16. It is within this vein that the Gisenyi MULPOC has recently secured a regular budget post at the P-2 level for an expert responsible for the advancement of women in the subregion of the Great Lakes countries. The effort of the Gisenyi MULPOC to ensure the continuity of the subregional women's programme is highly commendable and should be followed by other MULPOCs. That post and the other North African MULPOC post financed by the Government of Egypt will make a significant contribution to the efforts being made to strengthen subregional and national structures for the advancement of women in the two subregions. Similar efforts are expected from other subregions.

Resolution 697 (XXV) Improvement of the role of women in informal sector production and management

17. This resolution was principally addressed to member States with the Conference of Ministers requesting them to take informal sector activities into account in their development plans and programmes and to make every effort to create an enabling environment for the promotion of the activities of businessmen and businesswomen in the sector. What was more, the resolution urged member States to take appropriate measures not only to ensure the continuity of the project on the improvement of the role of women in the informal sector (after international organizations will have withdrawn their financing) but also to ensure the mobility of national project co-ordinators.

18. In this regard, it will be recalled that the project in question has been implemented by ECA since 1988 in co-operation with the Organization of African Unity (OAU), the International Labour Office (ILO), the International Institute for Training and Research for the Advancement of Women (INSTRAW), the United Nations Development Fund for Women (UNIFEM) and the United Nations Statistical Office (UNSO) with the financial support of the United Nations Development Programme (UNDP). The project is being conducted in four pilot countries, namely Burkina Faso, the Congo, the Gambia and Zambia over a four-year period. To date, case studies have been conducted highlighting the situation of women informal sector operators in terms of the political, legal, technical and statistical environment under which they operate. Activities undertaken within the context of the project over the period under review are described as part of the implementation of the ECA work programme.

United Nations General Assembly resolution 44/77 on improving the status of women within the Secretariat

19. The improvement of the status of women serving in ECA secretariat aroused particular interest during the period under review. The intensified interest came pursuant to resolution 44/77 of the General Assembly calling on all organizations within the system to take the necessary steps to increase the number of women in the professional category and also with the taking of decisions in line with previous resolutions of the General Assembly. Indeed, resolution 40/258 of December 1986 and others following it requested that the percentage of women in the United Nations should be increased by 1990 and that specific targets should be set every five years with a view to making concrete improvements in the condition of women working in the United Nations system.

20. In that spirit, ECA set up a task force of high level officials to advise the administration on measures to be taken to improve the situation of women professionals in ECA and to see to it that

the measures proposed were implemented. The task force went directly to work to ensure the implementation of the General Assembly resolution mentioned earlier. Thanks to the understanding which prevailed within the task force and the co-operation of the ECA administration, 10 posts (two of them managerial) were reserved for women. Most of those posts have already been filled, bringing the percentage of women from 11.2 to 17.2 in record time.

21. The efforts of ECA have been highly appreciated and deserve to be encouraged.

III. IMPLEMENTATION OF THE PROGRAMME FOR THE INTEGRATION OF WOMEN IN DEVELOPMENT OVER THE PERIOD MAY 1990-APRIL 1991

22. As in the previous year, the activities programmed for ATRCW and for other substantive divisions of ECA over the period under review centred around three issues, namely:

(a) Participation of women in development;

(b) Improvement of the skills and opportunities of women; and

(c) Dissemination of information on women and development.

23. These activities were carried out in line with the work programme and to the satisfaction of member States. They are described in further detail in the following chapters.

Participation of women in development

24. One of the abiding concerns of ECA is to ensure that the needs and interests of women are reflected in national development plans. In this regard, ATRCW took care to disseminate widely the guidelines for the inclusion of women's concerns in national development plans. In addition to that, consultations were held with four countries and with the African Institute for Economic Development and Planning (IDEP) with a view to making sure that a women's component was included in the respective plans and programmes of the countries.

(a) Advisory missions

(i) ATRCW fielded missions to Angola, Kenya, Namibia and Zimbabwe. The purpose of those missions was to impress upon member States the importance of placing women's issues in the high-profile area of national planning and decision making. It was observed that even when the interests of women were reflected in development plans and programmes, problems persisted at the level of implementation. Indeed, gender issues were often relegated to second place particularly when it came to resource allocation. This attitude led to an insufficiency of resources that significantly reduced the capacity of women to act. This state of affairs was worsened by the sheer number of women's organizations which made any attempt at co-ordination and control a difficult exercise. Added to that was the lack of adequate training in the techniques of managing and administering development programmes. This

was becoming increasingly evident in those structures responsible for the integration of women in development;

(ii) The missions ended with the identification of areas requiring more attention in each of the countries visited and at the regional level. All the persons contacted were unanimous in their view that more intensive and sustained co-operation needed to be established between ATRCW and the member States.

(b) Inclusion of a Women's Component in the IDEP work programme

(i) IDEP expressed its desire to institute a women's component in its activities. ATRCW provided relevant advice and information for the preparation of a project on that issue. The project would have to address the needs of member States in terms of training women leaders and women officials in development planning;

(ii) It should be recalled that IDEP is a bilingual institution set up in 1963 by the ECA Conference of Ministers to develop Africa's manpower potential in order to address the need of member States for skilled manpower. IDEP has already trained a large number of economic advisers and planners within the context of its programme which is composed of:

a. A two-year training course leading to the diploma in applied studies in economic development and planning;

b. Short-term training programmes on selected topics;

c. Advisory services and documentation.

(iii) The project formulated aims at encouraging African women to participate more and more in the regular programme of IDEP. Emphasis is also laid on direct IDEP assistance to member States in accordance with their needs.

Improvement of women's skills and opportunities

25. The improvement of women's skills and opportunities is another abiding concern of ECA. During the period under review, activities in this area were directed at research, the organization of seminars and the launching of pilot projects. In keeping with past practice, the efforts focused on rural development, the informal sector and the access of women to credit. Those activities were the outcome of the combined effort of various substantive divisions of ECA.

Women in rural development

26. Since rural development and agriculture constitute a priority sector, ECA has paid sustained attention to the sector. The activities conducted in this area are summarized below:

(a) Women in the rural areas: rhetoric versus reality

27. The study was conducted with a view to demonstrating the extent to which the interest expressed in strategies and resolutions were reflected in the actual implementation of those resolutions and whether they had achieved any real impact. On the basis of women's living conditions in the rural areas, the study reviewed the various resolutions and strategies on women in order to ascertain the extent to which these reference documents directly addressed the specific needs of rural women who constituted a major percentage of the African population. The study went on to demonstrate the manner in which the implementation of the resolutions took rural women into account. The significance of the study lies in the analysis which highlights the gap between the making and honouring of commitments. Copies of the study may be obtained from the Joint ECA/FAO Agriculture Division.

(b) Report on proposals for improving the role of women in the production, processing, packaging and marketing of food products in West Africa

28. This report is one of the documents prepared by the Niamey-based MULPOC for submission to its Committee of Officials. Its main purpose was to stimulate discussion of measures likely to improve the participation of women in the efforts to increase agricultural production and productivity in the subregion. The document underscores the preponderant role that women in West Africa play in producing foodstuffs, fishery products, rearing sheep and goats and processing and marketing those products. The document also demonstrated that women played a capital role in desertification control and soil conservation which were issues of great importance given the fact that most countries of the subregion were affected by creeping desertification. The recommendations made on these issues by the Council of Ministers will be used in preparing a programme designed to strengthen the role of women in the agricultural sector of the subregion.

(c) Women and the environment

29. The environment is requiring increasing attention on the continent. ATRCW is particularly interested in this sector because African women (who are mostly farmers) suffer severely from the effects of environmental degradation.

30. Even though ECA has not yet developed an environmental programme specifically for women, it must be stressed that General Assembly resolution 44/228 on the United Nations Conference on Environment and Development has encouraged the involvement of all strata of society in environmental programmes. In this regard, the Group of 77 has especially emphasize the need for women to participate in environmental development programmes.

31. ECA therefore intends to associate women in the pursuit of the objectives of the environmental programme for Africa which essentially aims at:

(a) Increasing policy formulation and decision-making capabilities where environment-related issues were concerned; and

(b) Increasing the institutional capacities and human resources involved in the implementation of environmental programmes.

Women and entrepreneurship

32. In line with the measures for promoting and strengthening African entrepreneurship advocated in the United Nations Programme of Action for African Economic Recovery and Development (UN-PAAERD) 1986-1990, activities aimed at improving and enhancing the performance of women entrepreneurs have received increased attention.

(a) Study on the integration of women in formal and informal business sectors

33. The study is one of the documents prepared for the forthcoming Conference of African Ministers of Trade. It is intended to provide Ministers with the information they need to work out a policy for the promotion of African women in the trading sector. In this regard, the study identifies the areas in which women predominate and the reasons which motivate them. It also highlights the constraints with which women have to cope and formulates recommendations for enhancing their contribution to trade. The study is available in the International Trade and Development Finance Division of ECA.

(b) Report of the seminar on management training for women heads of enterprises (15 October - 9 November 1990, Addis Ababa, Ethiopia)

34. The seminar was organized in Addis Ababa, Ethiopia from 15 October to 9 November 1990 as part of the Finnish Programme for Development and Co-operation (PRODEC) in co-operation with the ATRCW, ITFD, the Ethiopian Ministry of Foreign Trade and the International Trade Centre (ITC/UNCTAD/GATT). Participating in the seminar were 17 businesswomen from nine English-speaking countries of the Preferential Trade Area for Eastern and Southern African States (PTA). The purpose of the seminar was to train those women in business management and foreign trade.

35. According to the initial plan, the seminar was, among other things, to create trading links among a number of selected participants and Finnish trading firms specializing in areas of interest to participants. During the four weeks it lasted the seminar covered a range of topics including entrepreneurship, business management, financial management, marketing and negotiations. Computerized simulation methods were also used during the seminar by the Ethiopian Management Institute and visits organized to the leather industries in Addis Ababa. The results of the seminar exceeded every expectation and the participants took the initiative of establishing a communication and export network among themselves. They also resolved to work for the establishment of a similar network among their respective countries. They reaffirmed that courage and determination were the best means of overcoming the many constraints they had to face in the world of business. The detailed report of the seminar can be obtained from PRODEC or the International Trade and Development Finance Division of ECA.

(c) Preparatory work for the Expert Group meeting to consider the modalities of creating an African Association of Businesswomen entrepreneurs (27 to 30 May 1991, Addis Ababa, Ethiopia)

36. In the concern to promote and facilitate trade among businesswomen within subregional and regional economic grouping, ECA is organizing this meeting of experts which will last four days in Addis Ababa. The purpose of the meeting is to design a mechanism that will help to intensify contacts among businesswomen beyond the borders of their countries. The mechanism will help

to expand the scope of African businesswomen and create a spirit of solidarity which can only strengthen the impact of their activities in the region.

37. The participants will be drawm from governmental, non-governmental and international organizations as well as from professional women's associations. The discussions of the meeting will focus on issues of importance to businesswomen, more particulary on:

(a) The role of businesswomen in economic development;

(b) Issues relating to associations of African businesswomen;

(c) Networking among African businesswomen; and

(d) Modalities for establishing an African association of businesswomen entrepreneurs.

(d) Seminar on the development of the capabilities of businessmen in cottage and small-scale industries, with particular emphasis on the role of women in industrial development

38. The seminar forms part of the activities listed in the work programme of the Industry and Human Settlements Division of ECA. It aims basically at providing participants with a forum for discussing the following.

(a) Small cottage industries in developing countries and their role in industrial development; and

(b) Project ideas, resource availability and advisory services for small-scale cottage industries.

39. At the time of writing this report, no seminar had yet taken place. It was planned that the seminar for English speaking countries would be organized in April or May 1991 while that for French-speaking countries will be held in November 1991. It was also felt that participation in the seminar would be limited to nationals of countries members of the Islamic Development Bank which was financing both seminars.

(e) Improving women's access to credit

40. With funding from the Government of Sweden, ATRCW pursued the implementation of the project on improving the access of women to credit through training in management techniques and credit access.

41. During this period, emphasis was laid on demonstrating the usefulness and justification of the measures proposed for accessing women to credit in the pilot project mounted in Ethiopia, Rwanda and Uganda. Groups of women were identified to constitute the pilot project and were provided with training, using assistance from national institutions and experts. The courses developed earlier for this purpose were used as basic training documents. Other activities were subsequently conducted in the following sequence:

(a) Mobilization of savings within the group and use of such savings to secure more substantial credit from financial institutions;

(b) Identification of project ideas with the help of the group;

(c) Development of such project ideas into bankable projects;

(d) Establishment of links between the group and the banks, particularly with the opening of an account in a bank so that the group became bank customers and qualified for bank loans;

(e) Search for bank financing of the projects formulated;

(f) Establishment of enterprises or production units; and

(g) Follow-up of the project through advisory, training and other services.

42. Within the context of the pilot project mounted in Uganda, the people trained identified eight groups of women for whom bankable projects were formulated and submitted to the co-operative development bank for financing. In the case of Ethiopia, the 10 women trained set up a co-operative and developed a cattle fattening project which has already secured financing from the Agricultural and Industrial Development Bank. The co-operative plans to expand its activities to poultry farming and horticulture. The group of women trained has also been asked to provide guidance to women working in a World Bank project on the small-scale businesses of market women in Addis Ababa.

43. With regard to Rwanda, activities have been delayed for some time. Because the group of women identified to constitute the pilot projects resided in prefectures far from the capital, the events which occurred in that country have slowed down the implementation of the project. Therefore, the project staff are still in the process of being trained.

44. It should be underscored that the project was evaluated during a round-table meeting held at Kampala on 21 and 22 November 1990. Ethiopia and Uganda participated in the round-table discussion as beneficiaries while ECA participated as executing agency. The evaluation was positive and recommendations were made to continue project activities in order to secure an impact in the countries.

45. As the funding of the project by the Swedish Government will end in March 1991, efforts have been intensified in order to mobilize funds to continue the activities and to replicate the project in other countries.

Women in the informal sector

46. Several activities have been undertaken in the sector, specifically in the context of the ATRCW project on improving the role of women in informal sector production and management, which is currently being executed in four pilot countries, namely: Burkina Faso, the Congo, the Gambia and Zambia.

47. During the period under review, national seminars, each lasting four days, were organized in four pilot countries in September/October 1990. The seminars attended by senior officials

responsible for planning and directing development programmes and for national machinery for the integration of women in development, had the following objectives:

(a) To review the conclusions of case studies as well as summaries of country studies on policies, training and statistics;

(b) To formulate action plans aimed at promoting informal sector activities; and

(c) To prepare guidelines for setting up pilot projects.

48. During the seminars, the experts appraised the situation of women in the informal sector in each country. The action plans and areas defined for the pilot projects were in line with national priorities.

49. It should be emphasized that in view of the dimension and complexity of the project and the involvement of various agencies, it is supervised at the ECA level by a local follow-up committee and at the system's level by the steering committee chaired by UNDP which finances the project. These committees, therefore, meet regularly to monitor the progress of the project. It should be noted that an initial tripartite review of the project took place in November/December 1990. This evaluation reviewed the results achieved but also pointed out some difficulties which require the attention of the various agencies concerned.

Dissemination of information on women and development

50. Another major task of ECA is to disseminate information on women and development. To this end, ATRCW has a reference unit which has a wealth of documentation on African women. Under this unit, two issues of the journal ATRCW Update were published in June and December 1990. The issues, as they should, contained information on the activities undertaken by ECA in the context of its programme for the advancement of women, and information on research and training opportunities for African women.

51. The Reference Unit of ATRCW also prepared bibliographical notes on books published by women. This document is the first of a series of bibliographies to be published regularly. In order to produce a document of useful quality, ATRCW plans to establish links with national documentation centres and the computer documentation system of ECA (PADIS) and its network.

52. Finally ATRCW has continued its effort to update the directory of African experts. The new edition of the directory will be published before the end of 1991. The document will be very useful, particularly for consultancy services in Africa, in the context of promoting technical co-operation among developing countries.

IV CO OPERATION WITH OTHER INSTITUTIONS

53. Co-operation with other institutions had been in conformity with the recommendations of the Arusha and Nairobi strategies for the advancement of women. In this regard, ATRCW has participated in a number of activities organized by other institutions. Such fora have been used as a medium for drawing attention to the needs and priorities of African women.

54. During the period under review, ATRCW participated in the following meetings: the annual session of the United Nations Commission on the Status of Women held in Vienna from 27 February to 10 March 1991, followed by the Inter-agency Meeting on Women and Development, from 13 to 15 March 1991; the meeting of the Governing Council of INSTRAW in Santo-Domnigo from 19 to 24 February 1991 and held consultations with UNIFEM. The conclusions reached by these meeting and consultations will be contained in a separate report which will be presented under agenda item 4(c).

55. Besides these annual meetings, ATRCW has participated in seminars, meetings and workshops which it considers as relating to sectors of interest to the region. They include meetings on women refugees, small- and medium-scale enterprises, an evaluation of rural development experiences in Africa, the informal sector, renewable sources of energy and statistics.

Meeting of an expert group on refugee and displaced women and children, held in Vienna, from 2 to 7 July 1990

56. Pursuant to resolution 34/2 adopted by the thirty-fourth session of the Commission on the Status of Women, this meeting of experts was organized with a view to examining the problems which refugee women and children would be facing in terms of immediate protection and relief as well as of rehabilitation and more lasting programmes. The discussions of the meeting centred on protection and assistance, with particular emphasis on the situation of such vulnerable groups as unaccompanied under-aged children and the disabled. The recommendations of the meeting called for increased attention to problems of physical and moral violence, malnutrition, health care and rehabilitation. Measures were proposed for the absorption of refugees and displaced persons into normal active life. The report of the meeting can be obtained from the Commission on the Status of Women, in Vienna.

Preparatory meeting for the 1991 conferences sponsored by the world assembly of small- and medium-scale enterprises, held in Addis Ababa, from 15 to 17 October 1990

57. This consultative meeting was organized in Addis Ababa from 15 to 17 October 1990 with a view to making preparations for three conferences scheduled for 1991 under the auspices of the World Assembly of Small- and Medium-scale Enterprises (WASME). The three conferences are:

(a) The Conference of Executive Directors of organizations for the development of small-scale industries;

(b) The second African symposium on small- and medium-scale industries; and

(c) The workshop on trade expansion through the development of small-scale industries.

58. Represented in the meeting were two member countries namely: Ethiopia and Zambia as well as all the agencies concerned with the preparation of the conferences, that is, the Economic Commission for Africa (ECA), the Organization of African Unity (OAU), the International Trade Centre (ITC), the United Nations Industrial Development Organization (UNIDO), and the United Nations Conference on Trade and Development (UNCTAD).

59. The meeting arrived at the following conclusion:

(a) That the conference of executive directors of organizations for the development of small-scale industries should be held in Blantyre, Malawi, in September 1991. About 70 participants are expected, mostly heads of organizations for the promotion of small-scale industries. UNIDO will be the major contributor to the organization of the meeting;

(b) That the meeting of the second African symposium on small- and medium-scale enterprises should be organized in close co-operation with ECA in February/March 1992. The major objective of the meeting will be to formulate strategies and programmes for promoting entrepreneurship in Africa and to speed up the growth of small- and medium-scale enterprises. A total number of 152 participants are expected at the meeting. Women will also be invited to participate in large numbers, particularly during the debate on development of entrepreneurship among women. The venue of the symposium has not yet been decided;

(c) That the workshop on trade expansion through small- and medium-scale enterprises in Africa, which will be organized in co-operation with UNCTAD is aimed at formulating strategies and practical methodologies for increasing the contribution of small- and medium-scale enterprises to the expansion of African trade. The meeting will have about 200 participants and will be held at the beginning of November 1991 in a country yet to be determined. The participation of women in all these conferences is highly recommended.

The round-table meeting on the mobilization of the informal sector and non-governmental organizations for recovery in development: policy and management issues, organized from 3 to 7 December 1990 at Abuja, Federal Republic of Nigeria

60. The round-table meeting was the twelfth Conference organized by the African Association for Public Administration and Management. The meeting was attended by governmental and non-governmental experts to discuss the role of the informal sector in recovery and development in Africa. The conference also addressed the role of African women in the informal sector, their problems and prospects.

61. The experts sometimes had heated debates on the issue. At the end of the conference, an appeal was made for the infrastructure of the informal sector to be improved in order to promote and facilitate its activities.

Regional inter-governmental workshop on the evaluation of rural development experiences in Africa, held in Addis Ababa 19 to 24 November 1990

62. The workshop was organized by the Joint ECA/FAO Agricultural Division (JEFAD) with a view to stimulating discussion on rural development, an important subject for African countries, especially under the current context of structural adjustment. The Workshop was attended by 72 Africans and non-Africans.

63. The issues discussed centred on:

(a) Policies and strategies for participatory rural development in Africa;

(b) Redirecting and strengthening popular participation;

(c) Use of participatory methods in planning the preservation of national resources;

(d) Training and general education for participatory development;

(e) Guidelines for planning participatory rural development programmes in Africa;

(f) Organization and management of credit plans for the poor at the grass-roots level in Africa;

(g) Follow-up and evaluation methods for beneficiaries.

64. On the whole, all the themes centred on promoting popular participation in all programmes and actions undertaken in the rural areas. The Workshop demonstrated, inter alia, that the resolution to rural development problems can only come from the people concerned.

Workshop on women and renewable energy, held in Tripoli, Libyan Arab Jamahiriya, from 1 to 7 December 1990

65. The workshop was organized by the International Energy Foundation in co-operation with INSTRAW, UNDP, the Solar Energy Research Centre in Tripoli, IT Power Limited of Great Britain, The African Regional Centre for Solar Energy, ECA, and the ILO-Turin Training Centre.

66. The Workshop brought together representatives from Algeria, Angola, Libya, Syria and Tunisia. Also in attendance were the representatives of IT Power Limited of Great Britain, INSTRAW and UNDP.

67. During the Workshop, participants were familiarized with the harnessing of solar, wind and biogas energy as well as their applications. It was recommended that measures be taken to enable women to exploit renewable sources of energy. In addition to the stimulation of participant interest and their training in the subject, it was strongly recommended that solar and wind energy equipment should be locally manufactured and campaigns and exhibitions organised to promote the use of such equipment.

68. ATRCW intends to maintain a sustained relationship with the International Energy Foundation, which will help to encourage African women to increase their involvement in the sciences, as recommended by the Abuja Declaration.

V. REVIEW OF THE 1992 - 1993 MEDIUM- TERM PLAN AND THE 1992 - 1993 WORK PROGRAMME ON THE ADVANCEMENT OF WOMEN IN AFRICA

69. It should be noted that the General Assembly has approved the formulation of sub-programme for the promotion of women with effect from the 1992-1997 medium-term plan. This is an extremely important step in the integration of women in development. In fact, until this new event, the integration of women in development had been treated as part of social development programmes and humanitarian questions. Henceforth, it will be a subprogramme in its own right as the agricultural development, and human resources development and other subprogramme.

70. This measure does not in any way affects preceding resolutions which requested all the regional commissions to see to it that women's interests were reflected in all their work programmes. Accordingly, women's issues will continue to be dealt with directly by the various substantive divisions of ECA in addition to the women's advancement activities entrusted to ATRCW, which remains the liaison office handling all matters concerning women and development.

71. One other point worth mentioning is that within the framework of the 1992-1993 work programme, ECA plans to recruit a high-level regional adviser for the African women's advancement programme in order to strengthen ECA's capacity to render assistance to member States.

72. Rightly, the 1992-1997 medium-term plan, like the 1992-1993 work programme, are based on the global and regional recommendations and strategies for the promotion of women; namely: the Arusha and Nairobi forward-looking strategies for the advancement of women, the United Nations Programme of Action for African Economic Recovery and Development (UN-PAAERD), the African Alternative Framework to Structural Adjustment Programmes (AAF-SAP) and the Abuja Declaration on participatory development: the role of African women during the 1990s.

73. In the spirit of these strategies, the programme centres on questions of promotion and planning to serve the cause of women, their involvement in decision-making and their central role in development, macro-economic analyses on the role of women in such production sectors as agriculture, the agro-industries and on the identification of statistical indicators that would help member States to formulate policies aimed at increasing the effective participation of women in the socio-economic development of their countries. As in the past, this plan and programme lay emphasis on advisory services, training, research and information dissemination.

VI. CONCLUSION

74. As can be seen from the report, ECA has secured the implementation of all the activities programmed. What is more, it has seen to it that the resolutions of the ECA Conference of Ministers and the United Nations General Assembly are implemented. The goals of the strategies for the promotion of all the roles of the African women have also been pursued.

75. ECA's success in accomplishing this immense task during the period April 1990 - April 1991 has been made possible by financial assistance from Egypt (which has continued to finance the services of the expert responsible for women's questions in the Tangier MULPOC), Gabon, the United Nations Trust Fund for African Development and bilateral sources, particularly the Swedish and Finnish Governments, the Ford Foundation and the International Energy Foundation.

76. Finally, the programme has benefited from the co-operation and assistance of the Organization of African Unity, the United Nations Development Programme, the International Institute for Training and Research for the Advancement of Women, the International Labour Office and the United Nations Statistical Office. This spirit of co-operation is highly appreciated.

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ECONOMIC COMMISSION FOR AFRICA

Twelfth Meeting of the Africa Regional
Co-ordinating Committee for the Integration
of Women in Development

Addis Ababa, Ethiopia
23 to 25 April 1991

Report to the Africa Regional Coordinating Committee for the Integration of women in development (ARCC) on the Meetings of:

- the 35th session of the United Nations Commission on the Status of Women
Vienna, 27 February - 8 March 1991;

- 11th session of the Board of Trustees of the Institute for the Advancement of Women (INSTRAW)
and the United Nations Development Fund for Women
New York, 19 - 22 February 1991

E/ECA/ATRCW/ARCC.XII/91/4

A. REPORT ON THE 35TH SESSION OF THE UNITED NATIONS COMMISSION ON THE STATUS OF WOMEN

INTRODUCTION

The Commission on the Status of Women began its Thirty-Fifth Session on 27 February 1991 at Vienna. The Session was opened by the Under-Secretary General, Director-General of the United Nations Office at Vienna. The meeting was attended by 45 member States of the Commission on the Status of Women, 33 States members of the United Nations participating as observers, three non-member states represented by observers, 6 specialized UN agencies, 4 intergovernmental organizations, one liberation movement and 35 non-governmental organizations.

Opening the session, Margaret J. Anstee, the Director-General of the United Nations Office at Vienna (UNOV) said that international events, with their emphasis on war and conflict, formed a backdrop to the Commission deliberations. It had fallen on women throughout history, to clean up after wars, restoring social cohesion and harmony and tending wounds, physical and psychological. Working towards the triple objectives of equality, development and peace, the Commission sought to remove the cause of future conflicts and to construct the kind of societies in which war and want could not flourish. In characterizing the three priority themes (equality, development and peace) to be discussed by the Commission, she evoked two different ideas - unity in diversity and the importance of international co-operation. Under the theme peace and in dealing with the specific problems of such women as refugees, migrants, young, old, disabled or head of households, she said that the extreme diversity of women should be recognized. Continuing, she said that the solution of many of the problems of specific groups of women rested with the solution of the problems for all women. In that sense, there was unity in diversity.

Speaking on the priority theme of development, Miss Anstee said that if women were to advance, there had to be national institutions for the advancement of women. Women's concerns should be integrated into all development activities, and not be seen as separate. This, she said, required an effective national machinery to watch out for women's concerns and effective programmes for women.

In conclusion, she said that in order to have effective national action, effective international machinery was also needed, of which the Commission was a central part. This year would be a decisive one for the future of the international machinery, since the next programme budget would be considered and approved in the General Assembly. In this regard, she asked the Commission to define what needs should be met by the programme, by assigning priorities within the programme and by providing guidance on the factors that should be taken into account by the Secretary-General in undertaking his review of the resources needed and available.

Following the opening statement by the Director-General of the United Nations Office at Vienna, the Commission elected, by acclamation, Mrs. Nina Klimovna Kovalskaya (Ukrainian Soviet Socialist Republic), Chairperson for the thirty-fifth session of the Commission. Mrs Nina Kovalskaya was elected in view of the accession of the German Democratic Republic to the Federal Republic of Germany with effect from 3 October 1990, the Commission, in accordance with rule 19 of the rules of procedure of the functional Commissions, proceeded to the election of a Chairperson to replace Mrs. Helga E. Hoerz (German Democratic Republic) who had been elected at the thirty-fourth session.

The Commission also elected by acclamation Mrs Liliana Bonilla (Colombia) as Vice chairperson to replace Mrs. Esther Lozano de Rey (Colombia) upon her resignation. In accordance with Council resolution 1987/21, the following members of the Bureau elected at the thirty-fourth session of the Commission, will continue to serve on the Bureau: Mrs. Patricia B. Licuanan (Philippines) and Mrs Mervat Tallawy (Egypt) as Vice-Chairprsons; M. Olivier Maitland Palen (France), as Rapporteur.

Adoption of the Agenda: The Commission adopted the following provisional agenda and approved the proposed organization of work for the session including proposals made by the elected Chairperson.

Provisional Agenda

1. Election of officers
2. Adoption of the agenda and other organizational matters
3. Programming and co-ordination matters related to the United Nations and the United Nations system
4. Monitoring the implementation of the Nairobi Forward-Looking Strategies for the Advancement of Women.
5. Priority themes:
   (a) Equality: Vulnerable women, including migrant women;
   (b) Development: National, regional and international machinery for the effective integration of women in the development process, including non-governmental organizations;
   (c) Peace: Refugee and displaced women and children.
6. Provisional agenda for the thirty-sixth session of the Commission.
7. Adoption of the report of the Commission on its thirty fifth session.

Following the adoption of the agenda, the chairperson made a statement in which she said that the main task facing the Commission at the current session, was to find an answer to what could be done nationally and internationally to involve more women in the process of development. For that purpose, representatives of Governments, international bodies and non-governmental organizations should unite their efforts. To obtain the answer, the Commission would consider questions for the preparation and convening of the world conference on women in 1995, the interregional consultation on women in public life, the role of national machinery in the integration of women in the development process and other issues.

Programming and co-ordination matters related to the United nations System (3)

In presenting agenda item 3, the Director of the Division for the Advancement of Women recalled the role and the activities of the Committee for Programme and Co-ordination. She said that the programme for the advancement of women had been accorded no special priority in the medium-term plan. She also provided a statistical update on the situation of women in the Secretariat. She informed the meeting that as of 31 December 1990, the percentage of women in posts subject to geographical distribution was 28.7 percent; and the number of women Under-

Secretary-Generals was two. However, she said that the newly appointed official for United Nations High Commission for Refugees was a woman. There was still no Woman Assistant Secretary-General but the number at the D-2 level was 10 or 11.8 per cent of staff at this level. The number of women at the D-1 level was 14, or 6 per cent. She further said that General Assembly resolution 45/239, adopted on the recommendation of the Fifth Committee on 21 December 1990, not only called for the attainment of 35 per cent women in posts subject to geographical distribution overall by 1995, but requested that to the extent possible and all things being equal, women should comprise 25 per cent of all posts at levels D-1 and above by 1995. The attainment of the 25 per cent goal means that at least two out of three posts at levels D-1 and above should go to women. Following her presentation and with reference to the Programme of work for the biennium 1992-1993, several representatives noted that the programme continued to provide for meetings of experts in the context of preparations for priority themes identified by the Commission. On the other hand, numerous representatives welcomed the emphasis placed on assistance to Governments with a view to reinforcing national machinery.

With regard to the status of women in the Secretariat, respresentatives expressed disappointment that the number of women holding posts subject to geographical distribution had not reached the target of 30 percent laid down for 1990. On the part of the Economic Commission for Africa (ECA), the Commission on the Status of Women was informed that in compliance with the General Assembly resolution to increase the representation of women in the secretariat to a target of 30% ECA established a 'Task Force on Women in ECA' (TAFWE) in 1989 and has since been working to achieve the goals particularly raising the representation of women at ECA. There has been some progress. As of early this year (1991) ECA has a total of 34 professional women out of 211 staff members which represents 16.3% of ECA staff compared to 11.5% of ECA staff as of last year.

Several representatives stressed the need and the urgency for recruiting qualified women to fill senior Secretariat Posts and recalled that the United Nations should be a model institution as regards equality between men and women. As a whole, representatives expressed satisfaction at the conduct of an exhaustive survey and an overall analysis of the principal obstacles in the way of improving the status of women in the secretariat. A draft resolution calling for an increase in

the number of women in senior policy-level and decision-making posts at the United Nations to achieve a participation rate of 35% by 1995 was introduced and debated on. It was also noted that what was needed was an equitable balance between women and men staff members at managerial levels in all substantive areas as well as in field posts. Concerning the implementation of the system wide medium term plan for women and development, a good number of representatives noted the significance of the system-wide medium term plan in connection with the implementation of the strategies. They observed that the plan represented a coherent and effective approach to planning and programming for the United Nations system as a whole.

Monitoring the Implementation of the Nairobi Forward-Looking Strategies for the Advancement of Women (4)

The Director of the Division for the Advancement of Women introduced the agenda item 4. In her introductory remarks, she said that the first matter to be taken up dealt with the proposals for the preparation and convening of the world conference on women in 1995. Concerning the venue of the conference, she said that invitations had been received from the Governments of Austria and China. Two reports were also introduced, one concerned the development of statistics for monitoring the implementation of the Nairobi Strategies, while the second was the report of the Secretary-General on action to increase awareness of the slow progress in the implementation of the Nairobi Forward-Looking Strategies for the Advancement of Women.

Prepared by the Statistical office of the Department of International Economic and Social Affairs (DIESA) and extracted from a forthcoming publication entitled The World's Women 1970-1990, the data as represented and interpreted could be used by policy makers, women's advocates and the media to advance the status of women. From the data, the Commission was informed that it was clear that the majority of women still lagged behind men in terms of power, wealth and opportunity, although there had been some improvement over the past 20 years. With regard to the report of the Secretary-General on action to increase awareness of the slow progress in the implementation of the Nairobi Strategies, it was reported that the Department of Public Information (DPI) had been requested to carry out a world-wide educational campaign to increase awareness of the obstacles encountered, particularly with regard to de facto equality in political participation and decision making; to the Advancement of Women in education, employment and health, especially in developing countries; and to the participation of women in the peace process.

In the debate that followed, numerous representatives, UN agencies and NGO's spoke on their programme of activities relative to the implementation of the Strategies. China, noting that the previous three World conferences had been held in Latin America, Europe and Africa, said that Asia should be the next venue. Several member States particularly the Africa group and the group of 77 supported and welcomed China's offer to host the World Conference. As a whole, with regard to the implementation of the Nairobi Strategies along with the impact experienced by the women, most representatives expressed the need for public information. The dominant idea was that the success of the Nairobi Forward-Looking Strategies required the public to become aware of the priorities which guided the advancement of women and the obstacles which it was encountering. Extensive information campaign through the use of the media expert meetings and other means was expressed.

Other issues dominating the debate included support for the cause of women and children living under apartheid, situation of Palestinian Women and women refugees. In this regard, representatives called for more efforts and support by the international community and the United Nations bodies to these groups of women and children who are living under difficult conditions.

Debating on the International Year of the Family (1994) and on the basis of the information transmitted by the Commission for Social Development, many representatives stressed that the policies and programmes adopted for the Year should contribute to the achievement of equality between men and women in accordance with the principles affirmed in the Nairobi Forward-Looking Strategies and the Convention on the Elimination of All Forms of Discrimination Against Women. In this connection, the Commission on the Status of Women and each of its members at the national level had an important role to play. It is also as was noted important that national machinery for the Advancement of Women should be associated with the preparation of policies and programmes adopted for the International Year. However, it was noted by several representatives that action in favour of the family should not result into making the situation of female heads of households more difficult.

In general, the Commission observed that though there has been some progress in the implementation of the strategies and whereby in some areas women's conditions have improved,

however, as a whole women still lag behind in education, they continue to work harder and under poor working conditions and in most cases have been affected by the economic crisis.

Priority Themes: Equality, Development and Peace (5)

The Commission considered item 5 of its agenda with reference to three working documents: report of the Secretary-General on Vulnerable women, including migrant; report of the Secretary-General on national, regional and international machinery for the effective integration of women in the development process, including non-governmental organizations; and report of the Secretary-General on refugee and displaced women and children. In introducing the agenda item, the Director of the Division for the Advancement of Women emphasized the vulnerability of certain groups of women such as young women, female heads of households and migrant women. She also pointed out the importance of national, regional and international machinery for integrating women in the development process.

In discussing equality; vulnerable women, including migrant women, many representatives stated that measures for the benefit of vulnerable groups of women, should aim at improving their living conditions with the purpose of their full integration in society. They emphasized in this connection, the necessity for political will at the highest level in order to establish social policies directed towards the advancement of vulnerable women. That governments should provide juridical and physical protection as well as setting up specific measures and support services in order to promote the independence and self-sufficiency of these groups of women. The Commission also observed that the number of female heads of households had increased. In this regard it was stressed that the situation of female heads of households could be improved by social policies in the field of family allowances and day-care centres, training and vocational reintegration measures. The legal recognition of women as heads of households was also of paramount importance.

Discussing on migrant women, many representatives expressed the need to provide information on their rights and obligations, to improve their living conditions with literacy campaign and vocational training. On disabled and elderly women, several representatives noted the important contributions made by the disabled women to the society and that there was need to promote a positive image in order to eliminate prejudice against vulnerable women.

Under the theme development; many representatives reaffirmed the basic role of both national and international machinery for the advancement of women in the implementation of the Nairobi Strategies. That regional and international machinery played and should continue to play a role in backing up national efforts, more especially in the exchange of information, the training of personnel and financial assistance enabling the national machinery to carry out projects and programmes. The commission's attention was drawn to the fact that a number of machineries had been thoroughly restructured over the last few years and has seen an improvement in their status, increased development of their technical potential or the creation of new organizations that could supplement and strengthen them. Some representatives pointed out the successes of their machinery especially those who have had received the political support at all levels to enable them carry out specific activities, and also because of the importance accorded to the equality of management.

The difficult situation experienced and affecting the machinery was also pointed out. The problems encountered are mainly associated with lack of human and financial resources, the various manifestations of certain cultural phenomena, such as patriarchy, certain traditional practices and the like often made it very difficult for the machinery to function. The resources of the national machineries were inadequate for meeting requirements and hence international aid was frequently becoming indispensable. In this connection, many representatives stressed the usefulness of the assistance provided by the United Nations system especially in the collection and dissemination of information; additional effort was required to develop networks linking the national machinery and the machinery of the United Nations system.

In discussing the theme 'peace': refugee and displaced women and children the commission considered various difficulties and problems experienced by refugees which included among others separation from their parents and relatives, psychological problems linked to the fact of being cut off from their home countries, financial and social services which are often inadequate in the country of asylum. Despite such difficulties refugee or displaced women who often become heads of households, had to continue to ensure that their families survived, maintain the family's cohesion and conserve its values. Some representatives stressed that refugee women were also affected by the limitations on women's rights in the host society and were often the last to find a job and be reintegrated. In addition, violence in all its forms was a constant threat in the camps.

To decrease the flow of refugees, many representatives emphasized the need for long term solutions which dealt with the root of the refugee problem. In this regard, representatives appealed to the international community to bring about lasting peace and to prevent regional conflicts, or to resolve them promptly when they accurred. From a long-term viewpoint, development was considered a precondition for a solution of the refugee problem and the need was stressed to adopt measures to promote the integration of refugees and displaced persons, particularly women and children, in development. Many representatives in this connection declared their support for the activities of the office of the United Nations High Commissioner for Refugees, in particular, and added that the Commission on the Status of Women had an important role to play in terms of encouragement and following-up. Increased participation by women in the definition and implementation of refugee policies at all levels was another preconditions for the adoption of policies better suited to their needs; a broad consensus emerged on that subject.

Continuing the debate, many representatives considered that an important part of activities for the benefit of refugee women was legal in nature, and they made reference to the international legal instruments existing in that field and that women should be directly informed of their rights. Finally, many representatives of countries receiving refugees, of specialized agencies belonging to the United Nations system and of non-governmental organizations reported on programmes for refugee and displaced women and children. Against the background of a recent aggravation of the refugee problem in certain countries, national machineries for refugees had been established.

Provisional Agenda for the Thirty-Sixth Session of the Commission (6)

Under this item, the Commission was brought to the attention of a note by the Secretariat which described the steps proposed to be taken to prepare the priority themes to be considered by the Commission at its thirty-sith session in 1992. Under the priority theme for equality: elimination of *d*e jure and *de facto* discrimination against women, it is proposed that the Commission will focus on the analysis in 1992 on the mechanisms used to remove, most effectively,in implementing *de jure* elimination of discrimination. The analysis should also include the examination of monitoring mechanisms with particular attention to institutions such as the equal opportunity commission and others.

In the area of development, the priority theme will be prepared in two parts: (a) Integration of women in the process of development taking into consideration integration of specific groups and women in development (WID) approaches. (b) Women and the environment. The effects that environmental degradation has on women's role and status, particularly in developing countries need to be identified. The report 'Women and the environment' will form the basis of the Commissions's contribution to the World Conference.

Equal participation in all efforts to promote international co-operation, peace and disarmament will be the third issue to be considered and debated on by the Commission at its thirty-sixth session. A report on which will be based on the results of the Interregional Consultation on Women in Public life in September 1991 will focus on the impact of women politicians, parliamentarians and grass-root activists on decisions and political processes.

Adoption of the report of the Commission on its thirty-fifth session (7)

At the end of its session, the Commission adopted 15 Resolutions some of these resolutions are included in this report as annexes. No final decision was made on the venue for the World Conference though the group of 77 expressed their decisions for China.

Discussions and Conclusions

Having discussed issues raised and debated on by representatives and observers to the thirty-fifth session of the Commission on the Status of Women, the following points need to be stressed.

Concerning the status of women in the Secretariat, though there has been some progress in the recruitment of qualified females among UN agencies, more effort is required to reach the present 35% target by 1995. On the other hand, there is also need to look at the female employment situation among member States. In general, it has been observed world-wide that women still lag behind and the majority are at the very low paying positions. Looking at this situation, there is need also at the national level to carry out a survey on female employment situation both within the government and private insitutions. This is necessary if national machineries and others involved in the advancement of women are to achieve the goals of equality as well as assessing the extent to which the implementation of the Nairobi Strategies has an impact on women.

With regard to the venue of the World Conference in 1995 which received a lot of debate both in the plenary and closed sessions, the following decision was made.

Decision by the Chairperson of the Commission on the Question of the Venue of the World Conference on Women in 1995.

1. The Commission on the Status of Women considered the question of the venue of the World Conference in 1995.

2. General Assembly resolution 45/129 took note of the invitation extended by the Government of Austria to host the World Conference in 1995. The same resolution requested the Commission to decide on the venue of the Conference not later than 1992, taking into account that preference should be given to those regions which have not yet hosted a world conference on women. To date, world conferences on women have been held in the regions of Latin America and the Caribbean, Europe and Africa.

3. The Commission took note of the offer made by the People's Republic of China to host the World Conference in 1995, including a forum for non-governmental organizations.

4. All members of the Group of 77 expressed their support for China's invitation to host the Conference.

5. In accordance with General Assembly resolution 45/129, the Commission agreed to make known its decision during the thirty-sixth session of the Commission.

On monitoring the implementation of the Nairobi Forward-Looking Strategies, national, regional and international machineries need to put more efforts in the implementation and particulalry the manner in which the Strategies are being translated into action, and how operational activities and projects are being handled to benefit the target groups. National machineries have a big role to play in the review, appraisal and monitoring the implementation of the Strategies particularly in preparation for the World Conference whose review of the Strategies will be concerned with the practical and concrete actions taken at the national, subregional and regional levels.

With regard to issues on priority themes - equality, development and peace, concern was expressed particularly on the cause of vulnerable women including migrant women and other specific groups. It was felt that, such groups needed attention and that every efforts should be provided to give the support they deserve in all aspects - financial resources, human development, information and income generating activities. Emphasis on national, regional and international machinery for the effective integration of women in the development process, including non-governmental organizations was stressed. The co-ordination of women activities and dissemination of information among these machineries or institutions was considered important.

Ad hoc Inter-Agency Meeting on Women

The fifteenth session of the Inter-Agency Meeting on women was held in Vienna for two days 11-12 March 1991. The meeting adopted the following proposed agenda including amendments:

1. Opening of the meeting
2. Adoption of the agenda
3. (a) Preparation of report on the priority themes for the thirty-sixth session of the Commission on the Status of Women, 1992:
   - (i) Equality: elimination of *de jure* and *de facto* discrimination against women;
   - (ii) Development: Integration of women in the process of development (including women and the environment);
   - (iii) Peace: Equal participation in all efforts to promote international cooperation, peace and disarmament.

   (b) Preparation of report on monitoring of the implementation of the Nairobi Forward-looking Strategies for the Commission on the Status of Women, 1992.
4. System-wide co-ordination:
   - (a) Preparations of 1994 World Survey on Role of Women in Development;
   - (b) Interregional Consultation on Women in Public Life
   - (c) Feasibility of a central roster of consultants for work related to the advancement of women
   - (d) Preparations for world conference on women, 1995.
5. Operational activities

- Report of the Director-General, Development and International Economic Co-operation.
- National machinery.

6. Follow-up to the thirty-fifth session of the Commission on the Status of Women.

7. (a) Relevant resolutions adopted by the General Assembly at its forty-fifth session, the Economic and Social Council at its second regular session of 1990, and the Commission on the Status of Women at its thirty-fifth session.

   (b) Preparation for General Assembly report on the implementation of the Nairobi Forward-Looking Strategies for the Advancement of Women, 1991.

8. Other matters

9. Adoption of the report.

Agenda item 3: PREPARATION OF REPORTS ON PRIORITY THEMES FOR COMMISSION ON THE STATUS OF WOMEN, THIRTY-SIXTH SESSION

(i) Equality

Based on discussions with regard to priority theme under the rubric of Equality, it was noted that, while analyzing the gap between *de jure* and de facto discrimination of women, emphasis in developing countries should be made on such issues as access to land, water, financial resources (credits/loans), level of participation in agrarian reforms, as well as on issues of inheritance rights and ownership. In general, the difference between assistance and advancement of women should be clearly underlined.

(ii) Development

(a) Integration of Women in Development

The agencies presented information on additional sources for the preparation of the report in the area of mainstreaming. The role of national machinery was discussed and clarified as that they should serve as catalysts to obtain effective mainstreaming and implementation from other government agencies. It was considered that the context in which national machinery operated was also important and national machinery and mainstreaming should move from assistance to change the advancement of women's status. Finally, it was felt by several agencies that rather than focussing on special age groups a comprehensive life course approach would be useful.

(b) Women and the environment

Based on the discussion, additional areas were identified for inclusion in the report as the action by transnational companies, refugee women, housing, use of the environment, women in subsistence economies, and women in situations of forced migration. It was strongly felt that the issue of women and the environment should be raised to the political level.

Agenda item 3 (iii) 'Priority Theme Peace' and 4(b) 'Interregional Consultation on Women in Public Life'

The meeting discussed the Interregional Consultation on Women in Public Life and the expert group meeting to be held in May. The latter meeting would focus on the obstacles and factors that motivated women to participate in public life and would be attended by experts on women's issues. It was felt that an important issue to include in the agenda would be that of the role of women in post-war reconstruction of their countries. The meeting would also identify the issues that would constitute the substantive basis for discussion at the Consultation. The Consultation would be the only intergovernmental meeting on the subject and would be attended by female politicians and would constitute a platform for statements, discussions and hearings which should lead to the elaboration of a political agenda for women for the coming decade.

Agenda item 4

The meeting discussed the preparation of 1994 World Survey on the Role of Women in Development and inputs and contributions made by the UN agencies. Issues to be included in the survey were discussed. It was decided that further input is required and that following the schedule for the preparation of the survey, any inputs should be submitted on time. The meeting also decided that following the recommendation by the thirty-fifth session of the Commission on the Status of Women that more women be nominated and recruited to UN posts, particularly those at the decision-making level, the meeting recommended that those conditions be extended to the recruitment of experts and consultants.

Agenda item 5:

After a lengthy debate on the DIEC Director General's report including the objective and purpose of the report, its use and the contribution made by various UN agencies to the report, the Inter-Agency meeting recommended that the issue of women in development be mainstreamed into all chapters of the report of the Director-General, Development and International Economic and Cooperation on 'Operational Activities' ensuring adequate representation of the subject. There

should also be a separate part of the report containing analytical material on operational activities concerned with women in development within the UN system. The introduction to that report should clarify the intent of the mainstreaming proposal. The meeting also considered the importance of strengthening national machineries for effective implementation of the Nairobi Strategies as well as the advancement of women in development.

Agenda item 6

The Division for the Advancement of Women informed the meeting of the various inter-agency meetings and consultations scheduled for the year as follow-up actions to the thirty-fifth session of the Commission. This include inputs from UN agencies and regional Commissions particularly with reference to a number ot reports to be prepared by the Division. In this regard, deadlines have been set for the submission of the required reports to the Division in Vienna.

Agenda item 7 relevant resolutions adopted by the General Assembly, ECOSOC and the Commission on the Status of Women at its thirty-fifth session were brought to the attention of the meeting.

Agenda item 8

Under other matters, the timing of the next meeting was discussed. It was decided by consensus that it would be advantageous to hold the sixteenth Inter-Agency Meeting on Women before the Commission session. Hence, the Sixteenth Ad Hoc Inter-Agency Meeting on Women will be held two days before the Commission tentatively 9 - 10 March 1992.

Adoption of the Report (9)

At the end of its session, the inter-agency meeting agreed that the final report would be sent by fax to each participants for comments before its finalization. In this regard, no report was adopted.

B. REPORT ON THE 11th SESSION OF THE BOARD OF TRUSTEES OF THE INTERNATIONAL RESEARCH AND TRAINING INSTITUTE FOR THE ADVANCEMENT OF WOMEN (INSTRAW)

INTRODUCTION

1. The Eleventh session of the Board of Trustees of the United Nations International Research and Training Institute for the Advancement of Women (INSTRAW) was held in New York from 19 to 22 February 1991. The Institute whose Headquarters is in Santo Domingo, Dominican Republic, usually held its Board Meeting there. As the new Director is yet to be appointed INSTRAW, met this time in New York and was represented by the Deputy Director assisted by the staff of INSTRAW.

Members of the Board are appointed on their individual capacity. Africa had three members on the Board of Trustees of INSTRAW G. Mongela (Tanzania), Hawa Diallo (Mali) and Victoria Okobi (Nigeria) - (absent). The Eleventh session of the Board of Trustees was opened by the Vice-President of the Board, Ms G. A. Mahbud (Bangladesh) who was elected president of the present session, with Venezuela as Vice President and New Zealand as Rapporteur. The Secretary General was represented by an ASG. The representation of the Dominican Republic and the Regional Commissions (of whom ESCAP, ECA and ECE were present) are ex-officio members of the Board.

The principal agenda items to be considered by the Board were:

(a) The implementation of the Work Programme for 1990 - progress report on the Institute **(Agenda item 4)**;

(b) The cooperation with Regional Commissions, INSTRAW focal points and correspondents **(Agenda item 5)**;

(c) The development of communication materials on women in development **(Agenda item 7)**;

(d) Other matters related to the functioning of the Institute **(Agenda item 8)**.

Implementation of the Work Programme 1990 - Progress report on the Institute

2. This item of the agenda took most sessions of the meeting and was discussed in detail by Board members. The Deputy Director spoke at length on the activities of INSTRAW in 1990. In highlighting the activities of INSTRAW last year she devided her presentation into five sections: **(a)** Participation of the Institute at meetings of the Economic and Social Council and other United Nations organs; **(b)** Research and training presented following the sequence of the approved programme budget for 1990 - 1991; **(c)** Information, documentation and communication; **(d)** Programmes approved by the board with secured funding; and **(e)** Administrative and financial matters which summarize some outstanding management issues.

The research and training activities of INSTRAW included such as statistics and indicators on women, including women's work in the informal sector, women and water supply and sanitation, women and new and renewable sources of energy. Monitoring and evaluation methodologies for programmes and projects on women and development; gave a new orientation to its programmes on training packages on women and development studies extending its WID studies curricula programme worldwide; continued the programme on technology in terms of **(a)** the publication of Women's Access to Technology: Myths and Realities, and fields such as women, environment and sustainable development, women and communication for development, as well as country-specific research and training materials on rural women, including rural credit.

For 1990, a total of 11 training workshops were organized by the Institute. Five were within the programme of improving statistics on women, three at the national level and two at the regional level. Within the programme on women and new and renewable sources of energy, three national and two regional workshops were also convened. Furthermore, the Institute in co-operation with the organizations in the United Nations system and other institutions co-organized an inter-regional training seminar to elaborate adequate training material on women and rural credit and actively participated in the inter-regional seminar on "Policy development for increased women's participation in public management."

The Institute was assessed by an evaluation team composed of three individual consultants to evaluate INSTRAW in August-September 1990. The evaluation mission was commissioned by three donor countries, namely Finland, the Netherlands and Norway. At the time of preparing the present report, only an advance draft was received by the Institute, on the understanding that a final version would soon be made availabe.

3. In the debate that followed this introduction, various points were made by the Board members. On the whole the work of INSTRAW on statistics and indicators on women, in collaboration with the United Nations statistical office was unanimously viewed as the most important contribution INSTRAW has made to our knowledge of gender related data. The ECA Representative particularly pointed out the valuable handbook that has been produced in draft form by INSTRAW entitled "Handbook on Methods of compiling and analysing Statistics on Women in the Informal Sector in Industry, Trade and Services."

The training programmes, on improving statistic on women carried out by INSTRAW were appreciated by all concerned. Activities related to statistics undertaken and being undertaken have taken place in Malaysia, Sudan, Puerto Rico, Mali and the South Pacific regions. An interesting parallel programme within the area of statistics is INSTRAW's programme for a methodological study on improving statistics on aging women. With several NGO's attending the Board meeting as observers they supported and collaborated its implementation with INSTRAW.

4. A second activity of INSTRAW which was discussed at the meeting was entitled "Macro-Economic Policy Analysis of Women's participation in the Informal Sector." This activity supplements the above activities of INSTRAW on the Informal Sector. In relation to this project ATRCW has been invited to attend a meeting in March 18 - 22, 1991 in Rome to discuss the **(a)** overview of women's work in the Informal Sector; **(b)** identification of problems and constraints in the Informal Sector that need to be addressed by policy measures; and **(c)** guidelines on policy design for women in the Informal Sector elaborating on four major areas for policy section such as: national development planning for projects and programmes, labour policies, agricultural policies and financial and monetary policies.

The ECA representative introduced a note of caution concerning INSTRAW's activities in the Informal Sector since this activity is similar to the on-going inter-agency project in ECA on the Informal Sector. Furthermore a parallel programme introduced by INSTRAW in which all Regional Commissions are being invited to participate is also being developed, again related to the Informal Sector. It was essential to have conceptional clarity on all these activities.

5. Of interest to ECA/ATRCW is INSTRAW's report on production of training materials on women and credit. Since a similar effort has been made by ATRCW when it produced "Guide for the Promotion and Development of African Women Entrepreneurship and their access to Credit." In fact this information was given to Board members of INSTRAW.

Apparently an inter-regional training seminar was held by INSTRAW in collaboration with IFAD and the Mediterranean Institute of Management from 19 to 30 November 1990 in Cyprus. The idea was to obtain in depth information with "the object of elaborating adequate training materials on women and rural credit." Therefore, INSTRAW proposes in 1991 to produce training materials addressed to bankers and managers in the private Banking System, NGOs and international agencies. This project was received with some reservation since much work has already been done in this field, specially in Asia, as pointed out by some Board members.

Cooperation with Regional Commission, INSTRAW focal points and correspondents

6. The second consultative meeting between the Regional Commissions and INSTRAW took place after the tenth session of the Board of Trustees in February 1990. The objective of the meeting was to co-ordinate parallel programming between the Institute and the Regional Commissions.

It was suggested that a conceptual document concerning parallel activities between INSTRAW and the Regional Commissions based on proposals made by the commissions be prepared, to be presented at the Executive Secretaries Meeting

which will be held in March 1991. Furthermore it was agreed that strategies would have to be designed to secure funding for parallel programming and that a minimum period of two years would be needed for their implementation.

All Regional Commissions sent their comments to INSTRAW's proposal - the ECA send a project proposal on the "Informal Sector and Policy Design" based on the Abuja declaration entitled "Participatory Development: The Role of Women in Africa in the 1990s" adopted during the Fourth Regional Conference on the Integration of Women in Development, held in Abuja, Nigeria, 6 - 10 November 1989, was prepared by ECA within the framework of parallel programming between INSTRAW and the regional commissions. The proposal was designed taking into consideration the underlying goals of the declaration, which called for "the contribution of the Informal Sector into the mainstream of the economy." The project is therefore proposed to contribute to the long-term objective of the full integration of African women in Africa's economic development. The activities identified involve the expansion of the current existing UNDP-funded project on the Informal Sector, collection of statistical data materials and conducting training workshops for policy makers and planners and for training of trainers. The project further hopes to ensure that legislative regulations for the Informal Sector as well as related policies and measures are formulated and made known to the agents concerned.

The ECA Representative sought clarification on the concept of parallel programming as opposed to Inter-Agency Cooperation. It appears that parallel programming has a loose association of agencies at conceptual level.

7. Cooperation with focal points established by INSTRAW caused long discussions. As some of the Board members were focal points for INSTRAW in their country very often, these focal points represented INSTRAW at conferences and seminars. They disseminated INSTRAW's publication as well as publicised INSTRAW's work. These focal points were now established in all regions. However, they were hampered by lack of resources, as INSTRAW did not have a special subject for them, and their functions were not exactly clear. During this meeting there were suggestions for having regional focal points to meet together.

The Regional Commissions warned that budgetary constraints may exist to organise such a meeting. The ECA representative suggested that instead of establishing new focal points in the Africa region, WID national machineries could act as focal points. However, some African Board members felt that sometimes government machineries were too bureaucratic and therefore both approaches should be tried.

Development of Communication Material on Women and Development

8. INSTRAW in collaboration with the Italian association of women and Development (AIDOS) has a two year project entitled "Development of communication materials on Women and Development." The focus of the project is in Latin America and the Caribbean region. The objective of the project is:

(a) to design a methodological approach based on country profiles to define women's role and involvement in communications, as well as the impact of communications of women;

(b) to design and prepare country projects ... and to elaborate communication support material for each country on the basis of each project design.

While these objectives are of interest to all concerned and is of special interest to ATRCW, as it is embarking on a communication prospect also funded by Italy, the task given to the local consultants for the country profile in the INSTRAW project was too wide in the opinion of some Board members. The consultants were assigned to:

(a) survey and analyse of existing communication, systems in traditional and modern sector;

(b) survey and analysis of rural and urban women's role in communication;

(c) identify and assess training needs in communication;

(d) survey and analyse women as consumers of information/communication;

(e) analyse impact of various communication on women;

(f) analysis of women in communications as agents of change;

(g) use of communications to the benefit and advancement of women.

The project is still in the initial stages and is expected to take off in 1992. However, the need for a focussed approach remains valid in this project.

9. **Other matters related to the functioning of the Institute**

As mentioned above the INSTRAW is presently in transition. The evaluation of INSTRAW conducted by three major donors namely Finland, Netherland and Norway was not distributed to all Board members. The meeting was informed that the evaluation team wanted the Board to be more active in future. Hence the proposal to have a sub-committee composed of Board members to chart, the future of INSTRAW work was proposed by the meeting.

Most Regional Commissions representatives including ECA expressed the view that (a) Since the evaluation report was not distributed to all it was difficult to see why a sub-committee on programming was necessary (b) In any case, programming was a major function of the Director of the Institute, according to the Statute of the Committee - how would this programming by the subcommittee affect the role of the Director when appointed?

The views of the regional commissions, led by ESCAP, was appreciated. The terms of reference of the Sub-Committee were being drafted and discussed when the ECA representative had to leave to come back to ECA. During this final session, ex-officio members expressed the view that in the past there were several closed meeting of the Board where they were excluded. As this tends to "marginalize" the ex-officio members and is contrary to the provision of the INSTRAW statute, the matter needed to be rectified. The President of the Board regretted that such a situation had arisen and promised to rectify the situation.

COMMISSION ON THE STATUS OF WOMEN
Thirty-fifth session
Vienna, 27 February - 8 March 1991
Agenda item 5 (b)

PRIORITY THEMES:

DEVELOPMENT: NATIONAL, REGIONAL ND INTERNATIONAL MACHINERY FOR THE EFFECTIVE INTEGRATION OF WOMEN IN THE DEVELOPMENT PROCESS, INCLUDING NON-GOVERNMENTAL ORGANIZATIONS

Mexico1/ and Zaire:2/ draft resolution
Women and development

The Commission on the Status of Women,

Recalling Economic and Social Council resolution 1990/15 of 24 May 1990 and Commission resolutions 34/3 of 8 March 1990 and 34/5 of 9 March 1990,

Convinced that the effective mobilization of women is an essential element to achieving the objectives of the Nairobi Forward-looking Strategies for the Advancement of Women (E.85.IV.10, chap. I, sect. A) and the International Development Strategy for the Fourth United Nations Development Decade, annexed to General Assembly resolution 45/199 of 21 December 1990,

Aware that the slow progress in the implementation of the Forward-looking Strategies as related to development necessitates urgent action to be taken by all parties concerned,

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1/ On behalf of the States Members of the United Nations that are members of the Group of 77.

2/ On behalf of the African States that are members of the Commission.

Bearning in mind that the debt burden of many developing countries is a matter of concern and that the impact of structural adjustment policies on women in relation both to their participation in economic development and to the support of their families is often negative,

Expressing deep concern that, despite the fact that poor rural women contribute to all aspects of the well-being of rural families and account for more than half of the food production of developing countries, they are often the most vulnerable and disadvantaged group in society,

Aware that women's inadequate access to basic education, health, child-care facilities and other social services continues to undermine efforts to fully integrate women into the development process,

1. Urges Governments to adopt policies to promote economic development that will ensure the full and explicit integration of women's concerns;

2. Calls upon Governments, international financial and other relevant institutions, and non-governmental organizations to promote measures to stimulate the economies of developing countries and to provide financial services on the basis of equal opportunity for women and men, while avoiding adverse effects on their well-being, particularly that of vulnerable groups;

3. Appeals to Governments, donor countries, international agencies and appropriate financial institutions to make greater efforts to support the establishment of cooperative rural banks and other development-related institutions to assist women, particularly those engaged in small- and medium-scale productive activities.

4. Requests Member States to make provision for specific training programmes for women in rural and urban areas aimed at developing their technical and management skills and to give financial support, fellowships or both for training women, particularly those from developing countries, in science, technology, agriculture and management;

5. Calls upon Governments, donor countries and the relevant international agencies to take further coordinated measures to facilitate the access of women, particularly rural and urban poor women, to basic education, health and child-care facilities;

6. Requests all relevant specialized agencies of the United Nations system to strengthen their commendable efforts to support the economic advancement of rural women;

7. Requests the Secretary-General to report on the implementation of the present resolution in his biennial monitoring report on the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women.

COMMISSION ON THE STATUS OF WOMEN
Thirty-fifth session
Vienna, 27 February - 8 March 1991
Agenda item 5 (c)

PRIORITY THEMES:

PEACE: REFUGEE AND DISPLACED WOMEN AND CHILDREN

Australia,* Austria, Canada, Costa Rica, Finland,* France, Germany,* Guatemala, New Zealand,* Norway,* Philippines, Poland, Sudan, Sweden, Switzerland,* Turkey, Ukrainian Soviet Socialist Republic, Union of Soviet Socialist Republics, United Republic of Tanzania, United States of America and Zambia:* draft resolution

Refugee and displaced women and children

The Commission on the Status of Women recommends to the Economic and Social Council the adoption of the following draft resolution:

"The Economic and Social Council,

"Recalling that the majority of refugees and displaced persons are women and children and that a significant number of families are headed by women,

"Expressing its deep concern about the widespread violations of the rights of refugee and displaced women and children and their specific needs regarding protection and assistance,

"Underlining the potential of refugee and displaced women and the importance of ensuring their full participation when analysing their needs and designing and implementing programmes,

"Stressing that all action taken on behalf of refugee and displaced women and children must be guided by the relevant international instruments relating to the status of refugees as well as other human rights instruments, in particular, for States parties thereto, the United Nations Convention and its Protocol relating to the status of refugees, the Convention on the

* In accordance with rule 69 of the rules of procedure of the functional commissions of the Economic and Social Council.

Elimination of All Forms of Discrimination against Women (General Assembly resolution 34/180, annex, of 18 December 1979) and the Convention on the rights of the Child (General Assembly resolution 44/25, annex, of 20 November 1989),

"Recalling resolution 34/2 of the Commission on the Status of Women,

"Recognizing that ensuring equal treatment of refugee and displaced women and men may require specific action in favour of the former,

"Emphasizing the special relevance of the Nairobi Forward-looking Strategies for the Advancement of Women (E.85.IV.10) and the obligation of the United Nations system to give effect to its provisions,

"Taking note of the substantial number of refugees and displaced persons and their impact on the development prospects of the already fragile infrastructure of some receiving countries.

"Noting the important role of the main international organizations concerned: Office of the United Nations High Commissioner for Refugees, United Nations Relief and Works Agency for Palestine Refugees in the Near East, United Nations Border Relief Operation, United Nations Children's Fund, United Nations Development Programme, World Food Programme, World Health Organization and the International Committee of the Red Cross,

"Recognizing the important role played by non-governmental organizations,

"Recalling the request by the Economic and Social Council in its resolution 1990/78 of 27 July 1990 for a system-wide review to assess the experience and capacity of various organizations in the coordination of assistance to all refugees, displaced persons and returnees,

"Commending the policy on refugee women recently adopted by the Executive Committee of the Programme of the United Nations High Commissioner for Refugees and subsequently endorsed by the General Assembly in its resolution 45/140 of 14 December 1990,

"Commending the Guidelines on Refugee Children adopted by the United Nations High Commissioner for Refugees.

"Noting the report of the Secretary-General (E/CN.6/1991/4) and the report of the Expert Group on Refugee and Displaced Women and Children (EGM/RDWC/1990/1), held at Vienna from 2 to 6 July 1990,

"1. Calls on Member States, in cooperation with United Nations organizations and non-governmental organizations, to address urgently the root causes of refugee movements and displacement;

"2. Calls on the international community to give priority to extending international protection to refugee women and children by the implementation of measures to ensure greater protection

from physical violence, sexual abuse, abduction and circumstances that can force them into illegal activities;

"3. Urges Member States, United Nations organizations and non-governmental organizations to ensure that the specific needs and resources of refugee and displaced women and children are fully considered in the planning of their activities and programmes;

"4. Also urges Member States, United Nations organizations and non-governmental organizations to ensure that refugee and displaced women are provided with sufficient information to enable them to make decisions on their own future;

"5. Encourages Member States and the relevant organizations to provide non-discriminatory access individual identification and registration documents to all refugee women and, wherever possible, children, irrespective of whether the women and children are accompanied by male family members;
"6. Urges Member States and concerned organization to ensure the full participation of refugee and displaced women in the process of assessing their own needs, and in the planning and implementing of programmes;

"7. Requests the Secretary-General to ensure that the system-wide review to assess the experience and capacity of various organizations in the coordination of assistance to all refugees, displaced persons and returnees in particular assesses the ability of those organizations to address the situation of refugee women and children;

"8. Encourages international organizations to increase their capacity to respond to the needs of refugee and displaced women and children by greater coordination of their efforts;

"9. Commends those Member States that, despite severe economic and development problems of their own, continue to admit large numbers of refugees into their territory, and emphasizes the importance of the international community sharing these burdens;

"10. Requests all United Nations and other intergovernmental organizations, Governments, non-governmental organizations and funding agencies that play a role in the assistance and protection of refugees and displaced persons that had not already done so to adopt a policy on refugee and displaced women as well as children that will provide for the full integration of women and children into their programmes, within their respective mandates, and will include a time-frame and procedures for implementation;

"11. Urges the recruitment of staff, particularly female field staff, who are able to provide assistance and protection appropriate to the specific needs of refugee women and children;

"12. Calls on organizations working with refugees to ensure that key staff members undergo training to raise their awareness of the issues specific to refugee and displaced women and to provide them with skills for planning appropriate protection and assistance activities;

"13. Urges that in the collection of refugee statistics, data disaggregated by age and gender should be included in order to accurately represent the refugee population."